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EVALUATION REPORT ON THE IMPLEMENTATION OF THE PROJECT
"REINTEGRATION OF QUALIFIED AFRICAN NATIONALS"

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I. PROJECT DESCRIPTION

Initially, the project aimed, over a two year period, at assisting 200 qualified Africans living in industrialized countries to return to three ACP countries, i.e. Kenya, Somalia and Zimbabwe. After assessment of the progress of the project activities and the consequent financial implications, the project was accordingly revised in order to assist 300 qualified African nationals over a period of four years. It is considered a pilot project designed to help these ACP states overcome a shortage of qualified manpower and help to counter the adverse effects of the brain-drain.

Foreseen in the Work Plan of the project is the establishment of three field offices in these countries, as well as the use of ICM facilities in the industrialized countries, to recruit and select qualified candidates. The Technical Assistance Contract between EEC and ICM, signed on 15 April 1983, provided a grant for the project of ECU 3,300,000.

The project aims at enhancing the role and utilization of qualified national personnel in view of the benefit for the development process of developing countries and strengthening the capacity of African countries to encourage patterns of voluntary return migration.

II. FRAMEWORK AND OBJECTIVES OF THE PROJECT

a) Framework

The outflow (brain drain) of skilled manpower from developing countries has aroused a great deal of national and international attention and concern. It deprives developing countries of their highly qualified personnel, whose education and training have caused the country great expense in terms of both time and money. Consequently, the national authorities responsible for formulating and implementing development strategies face uncertainty about regaining a large part of the skilled personnel who represent a substantial investment in education and training.

African governments face, in general, considerable problems in attracting their qualified nationals back to their home country to participate in the national development efforts. There is evidence that large numbers of African professionals and technicians are at present working in industrialized countries. Many of them have not returned after having finished their studies or have deferred their return in view of lack of jobs commensurate with their aptitudes or level of education.

ICM designed a pilot project to meet African countries' needs for additional highly skilled personnel through the selective return of their nationals. Its starting point was the fact that a considerable percentage of African migrants possess qualifications and experience required in their

country of origin, so that their return is desirable. Account is taken of the various factors which affect such migrants' decision to return, one of the most important being the possibility of getting specific jobs.

ICM is operating a pilot project - "Reintegration of qualified African nationals"- financed by a grant from the EEC and carried out in co-ordination with the ECA. The project provides for the return to Africa over a four-year period of 300 Africans who have had high-level training or acquired specialized knowledge or skills in industrialized countries. The scheme covers three ACP countries: Kenya, Somalia and Zimbabwe. The operation of the project involves approaching qualified expatriates with job offers. The pilot project also provides for a series of incentives considered necessary to obtain the desired results, such as travel costs, integration assistance, salary supplements, medical insurance and the provision of professional equipment. These incentives are needed in order to facilitate a smooth reintegration process in a new social environment after several years abroad. Also, very often the required financing to cover the expensive costs for the return is not always available or enough to allow the return migration.

b) Objectives

It is considered that the return of highly qualified African nationals residing in the industrialized countries will strengthen the economic, technical and scientific development of the African countries participating in the project.

During the implementation of the pilot project, ICM aimed at:

- contacting, informing and encouraging qualified African nationals residing abroad to take up gainful employment in the three ACP countries mentioned above;
- creating the appropriate conditions for their movement, placement in employment, reintegration or integration in these countries.

III. ACTIVITIES

a) Project implementation in the industrialized countries

In order to identify and recruit potential African candidates to be placed in jobs in the countries covered by the project, ICM project personnel in the industrialized countries established contact with:

- community organizations, publications in the field of job specialization and professional organizations;
- universities and technical colleges with large African enrolment;
- the diplomatic missions and consulates of the three ACP countries participating in the project.

(Information on the recruitment activities is attached as Annex I).

b) Project implementation in the African ACP countries

As a result of negotiations and exploratory discussions during the first year of project activities, operational agreements have been reached with the Governments of Kenya and Somalia. The field office in Kenya has been fully operational since 1 January 1983; project activities started in Somalia on 13 February 1984. In Zimbabwe, project activities are carried out through arrangements with the Otto Benecke Stiftung, a German development foundation established in Zimbabwe. As from 1 April 1984, ICM, through this organization, has been administering the work of job identification, presentation of candidates and operational activities.

In order to identify vacant positions which could be filled by nationals residing abroad or other African nationals, ICM project personnel established contact with:

- governmental entities responsible for development, planning, education and human resources;
- universities and other educational/research institutions;
- private and state enterprises.

(Information on the caseload of open job offers is attached as Annex II).

IV. EFFICIENCY

a) Movements

From the inception of the pilot project in Africa in January 1983, through 30 June 1986, 245 nationals have been assisted in their return to Africa. Of these 245 beneficiaries, 153 are men and 92 are women. In view of this development, the project target of assisting 300 African nationals in their placement and reintegration could be met as planned with the financial resources available under the project.

b) Project costs

The breakdown of the project costs is the following:

Breakdown of project costs

	<u>1.1.83/ 31.12.83</u>	<u>1.1.84/ 31.12.84</u>	<u>1.1.85/ 31.12.85</u>	<u>TOTAL</u>
	<u>US\$</u>	<u>US\$</u>	<u>US\$</u>	<u>US\$</u>
1. Reintegration of qualified nationals	14,702	290,347	469,424	774,473
2a. Operational costs and field offices	186,614	216,392	261,142	664,148
2b. ICM Mission	<u>46,802</u>	<u>123,709</u>	<u>123,955</u>	<u>294,466</u>
	248,118	630,448	854,521	1,733,087

The Administrative costs of the project (budget lines 2a and 2b) are the following:

<u>1.1.83/ 31.12.83</u> US\$	<u>1.1.84/ 31.12.84</u> US\$	<u>1.1.85/ 31.12.85</u> US\$	<u>TOTAL</u> US\$
233,416	340,101	385,097	958,614

The ICM's administrative costs per placement in 1984 and 1985 (normal project implementation after the initial project period in 1983) are the following:

	<u>1984</u> US\$	<u>1985</u> US\$	<u>Initial proposed administrative costs (project proposal)</u> US\$
Administrative costs	340,101	385,097	1,113,700
Number of assisted African nationals	77	119	200
Administrative costs per assisted case	4,417	3,236	5,569

The reintegration assistance per assisted case for the same period is the following:

	<u>1984</u> US\$	<u>1985</u> US\$	<u>Initial proposed assistance (project proposal)</u> US\$
Reintegration of qualified nationals	290,347	469,424	2,000,000
Number of assisted African nationals	77	119	200
Average assistance provided per case	3,771	3,945	10,000

From the above, it can be concluded that:

- the administrative costs are lower than expected. This is due to the operational arrangements in Zimbabwe and to the offer of the Italian Government to second project personnel in Somalia (one Italian Associate Expert).

- the average of the reintegration assistance provided to the returnees is also lower than initially programmed. This is due to the assessment of the real needs for the reintegration process and to the fact that assistance to returnees to Zimbabwe, at the expressed request of the Government, has been low-key so as not to put the returnees in a much more favourable situation than that enjoyed by fellow workers and professionals who remained in the country.

This development permits that 300 qualified African nationals can be assisted in their reintegration process over a period of four years, instead of initially 200 programmed cases over a period of two years, and at no additional costs to the project.

V. EFFECTIVENESS

The effectiveness of the project is related to identification of job openings and the matching of available candidates with job vacancies. This is a lengthy process in view of the fact that personal history forms need to be screened and matched with possible job openings. Furthermore, the employers often require a long period of time to make a decision on the candidates submitted. This fact needs to be considered because the number of candidates placed is influenced by the lengthy screening and matching process as well as by the availability of jobs, which in turn is influenced by volume of unemployment, job competition, socio-economic conditions prevailing in the country and the level of salaries offered.

ICM is operating the Return of Talent Programme in Africa through the implementation of two projects namely, the pilot project financed by the EEC and a project financed by a grant from the US Government which provides for the return of approximately 150 qualified Africans from that country over a three-year period. From the inception of the Return of Talent programme in Africa in January 1983 through 30 June 1986, a total of 377 African nationals have been assisted in their return to Africa; of these, 245 were processed under the EEC financed pilot project and 132 through the US financed project. In order to process these 377 qualified African nationals, 971 personal history forms have been collected from potential candidates who could in principle qualify for assistance under one or both of the projects. Of these, 359 are still in the active caseload to be processed under one or the other of the schemes, 197 were cancelled in view of lack of placement possibilities, and 38 were processed with different types of ICM assistance. For practical reasons related primarily to frequent eligibility under both at the initial application stage, CVs collected thus cannot be segregated by project.

VI. IMPACT

a) Analysis of data related to 230 assisted returnees

The analysis of data related to the 230 assisted African nationals within the framework of this project, during the period 1 January 1983 - 31 March 1986, shows that:

- 15.7% of the cases have been placed in Kenya; 10.4% in Somalia and 73.9% in Zimbabwe.
- 41% of the assisted African nationals have a masters or a doctorate degree. 29.5% are technicians and 25.7% obtained a bachelor degree.
- 57.9% of the returnees are working in the public and semi-public sectors. 42% are working in the private sector.
- 92.6% of the returnees resided abroad for more than 4 years. The group of returnees falling under the category of older than 31 years old and who have resided abroad for more than 4 years correspond to 57.8% of the total assisted cases.

b) Evaluation survey

Furthermore, as stipulated in the project proposal, an evaluation survey was carried out in 1985/1986 among 65 African nationals assisted in their reintegration in 1983 and 1984. Some points can be taken into consideration to assess the impact of the programme:

- 29.2% of the returnees were placed in Kenya, 7.7% in Somalia and 63.1% in Zimbabwe.
- 67.9% of the returnees are university graduates.
- the returnees considered by order of importance, the following types of ICM assistance which may have influenced the decision to return to Africa :
 - the possibility of transporting household goods,
 - ICM travel facility,
 - the contact with employers.
- 80% of the returnees considered that ICM's programme had a significant influence on their decision to return.
- the main reasons given by the returnees to return to Africa can be characterized, by order of importance, as follows:

completion of studies	50.6%
family ties	20.7%
working obligations	12.7%
- the returnees considered that the ICM programme was a very important contribution for the reintegration process (84% of the collected answers).
- the majority of returnees found placement by order of priority in the three following economic activities:

- community, social and personal services - 50.7%
- financing, insurance and business services - 21.5%
- manufacturing - 13.9%

- 50.8% of the returnees are working in the public sector, 35.4% in the private sector, 9.2% in the semi-public sector and 4.6% are independents.

- 83% of the returnees consider that the jobs in the countries of return are commensurate with the professional experience acquired abroad.

- concerning the employment situation in the countries of return, 36.9% of the returnees considered that it is "good" and 52.3% considered it "satisfactory".

- 69.2% of the interviewed returnees considered that they could directly transfer knowledge and experiences to other colleagues; 29.2% considered that there was an indirect transfer of knowledge to other persons.

(Please find attached the report of the analysis of data relevant to the 230 assisted cases assisted during the period 1 January 1983 - 31 March 1986, together with the results of the evaluation survey carried out among 65 assisted returnees in 1983 and 1984.)

VII. VIABILITY

The implementation of the above EEC financed project has shown a wide attraction from qualified nationals of the three ACP countries, (Kenya, Somalia and Zimbabwe). Since the initiation of the project activities, personal history forms have been received from 167 Kenyans, 62 Somalis and 315 Zimbabweans. The active caseload shows that some 150 candidates from the three ACP countries are at this moment still awaiting placement possibilities.

In the industrialized countries, there are still large numbers of nationals who would like to return once suitable jobs have been identified and the governments of the countries concerned are interested in the extension of the programme to meet manpower needs. Furthermore, it should be noted that ICM is receiving applications from an average of 25 skilled African nationals per month wishing to be placed in jobs of interest for the development process in Africa.

As far as job vacancies for returning nationals are concerned, more than 280 job offers are registered and form part of the active caseload for recruitment in the three ACP countries. They cover a large variety of professions, inter alia, doctors and para-medical personnel, engineers, scientists, economists and bank technicians, computer analysts, etc.

VIII. CONCLUSION

The extension of the project is consistent with some of the principles, objectives and recommendations of the international strategy. It should be noted that in spite of considerable efforts made by African countries over the years to improve the national manpower capacity and to promote economic and social development, shortages and imbalances of skilled manpower continue to slow the implementation of the national development plans. The "brain drain" has aggravated this problem. National education and training programmes have been important means to diversify and raise the standard of qualified personnel. However, these actions have not produced a sufficient number of qualified personnel to fulfil all the positions required in priority sectors of development. The continent continues to be faced with different manpower and management problems, such as shortfalls in the supply of high and middle-level personnel for industry, technology, mining and agriculture; shortages of middle-level technical cadres in engineering and scientific fields. Administrative and management capabilities are particularly limited.

Over the years, various assistance measures have been advocated or implemented to help resolve these problems. Many industrialized countries have offered, mostly on a short-term basis, valuable technical co-operation in the form of experts, development aid workers, consultants and technicians, thus complementing Africa's own efforts to attain higher levels of development and a more efficient utilization of specialized manpower. Another measure taken is the development and upgrading of human resources through improved education and training facilities so that the countries concerned are able to choose and adopt suitable technologies to further social and economic growth as well as to manage themselves their own natural resources. Yet another objective is to increase the utilization of available human resources by improving employment and manpower information systems with emphasis on: "manpower assessment and planning" activities; labour market information, collection and analysis; labour market enquiries; and improved job matching facilities. An important potential source of qualified manpower is the large number of trained nationals from developing countries living in industrialized countries.

In view of the results of the pilot project, it could be considered that the reintegration of national skilled manpower residing abroad is possible in spite of the difficult socio-economic conditions prevailing in many African countries.

Furthermore, the project attracted great interest from skilled African nationals from different countries. Among the interested potential candidates, 971 personal history forms have finally been processed in view of their potentiality for possible placement in African countries.

In spite of the volume of unemployment, the job competition, the level of salaries offered and the socio-economic conditions prevailing in the countries of return, 245 skilled nationals were placed in jobs of priority to the development process. Many skilled African nationals are still awaiting job placement or matching with jobs commensurate with their aptitudes or level of education.

Furthermore, the impact of the pilot project could be assessed by its cost-effectiveness for development purposes, since it is realized that the assignment of expatriate personnel in key positions is very expensive and absorbs a large part of development funds.

It has to be further observed that the frequent lack of national counterpart staff to apply technologies and experiences limits, unfortunately, the efficient utilization of funds and the successful implementation of projects. Therefore, it could be considered that the enhanced role and utilization of qualified national personnel should be supported in view of the benefits for the development process of developing countries. Measures should be supported for strengthening the capacity of developing countries to encourage patterns of voluntary return migration of their nationals in the interest of their development and for assisting in reversing the phenomenon of the brain drain. Furthermore, it should be noted that the provision of reintegration assistance is required for a smooth reintegration process and to cover the high costs of the return.

The pilot project for the reintegration of qualified African nationals has proved feasible and successful. The extension of the project to other African countries, in order to attract and retain professional and skilled manpower, thereby improving the stock of available manpower should be supported, in view of the impact to the development process of the African countries.

ANNEX I

RECRUITMENT ACTIVITIES

Concerning recruitment activity, 971 personal history forms of highly qualified African nationals have been received since the inception of the programme (1 January 1983 - 30 June 1986). Discounting persons moved and closed cases, the caseload under active processing at the end of June 1986 totalled 359.

TOTAL CVS RECEIVED AT ICM HEADQUARTERS

(Cumulative from inception of project to 30 June 1986)

<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>Total</u>	<u>Active Caseload for placement</u>
18	125	330	321	177	971	359

The 971 personal history forms received from the inception of the programme are broken down by nationality:

Algeria	7	Mali	5
Angola	5	Mauritania	1
Botswana	1	Niger	1
Burundi	6	Nigeria	48
Cameroon	42	Namibia (refugees)	4
Chad	12	Rwanda	6
Egypt	4	Senegal	2
Equatorial Guinea	1	Sierra Leone	11
Ethiopia	56	Somalia	62
Gambia	1	South Africa (refugees)	12
Ghana	85	Sudan	23
Guinea	3	Tanzania	6
Ivory Coast	2	Togo	5
Kenya	167	Uganda	30
Liberia	2	Zaire	40
Malawi	4	Zambia	2
		Zimbabwe	315
		TOTAL	971

ANNEX II

OPEN JOB OFFERS

The ICM offices or representatives in Kenya, Somalia and Zimbabwe have identified job offers to be filled by candidates recruited in industrialized countries. The caseload of open job offers in the three ACP countries is as follows:

Kenya	106
Somalia	58
Zimbabwe	125
TOTAL:	289

ANNEX A

ANALYSIS OF DATA COLLECTED FROM THE
CURRICULUM VITAE AND OFFERS OF EMPLOYMENT
OF 230 ASSISTED RETURNEES WITHIN THE FRAMEWORK OF THE PROJECT
"REINTEGRATION OF QUALIFIED AFRICAN NATIONALS"

ANALYSIS OF DATA COLLECTED FROM THE
CURRICULUM VITAE AND OFFERS OF EMPLOYMENT
OF 230 ASSISTED RETURNEES WITHIN THE FRAMEWORK OF THE PROJECT
"REINTEGRATION OF QUALIFIED AFRICAN NATIONALS"

During the period 1 January 1983 - 31 March 1986, 230 African nationals have been assisted in their return to three ACP countries (Kenya, Somalia and Zimbabwe) within the framework of the project "Reintegration of Qualified African Nationals". (Statistical information per country of return is attached as Annex).

1. DISTRIBUTION OF THE RETURNEES

The distribution of returnees by countries of recruitment and placement is the following:

TABLE I. RETURNEES DISTRIBUTED BY COUNTRIES OF RECRUITMENT AND PLACEMENT

From	To			Total
	Kenya	Somalia	Zimbabwe	
Belgium	2	0	2	4 (1.7%)
Canada	1	0	1	2 (0.9%)
Denmark	0	3	0	3 (1.3%)
Federal Republic of Germany	7	2	12	21 (9.1%)
Italy	2	17	0	19 (8.2%)
New Zealand	1	0	0	1 (0.4%)
Norway	0	1	1	2 (0.9%)
United Kingdom	6	1	145	152 (66.0%)
U.S.A.	17	0	9	26 (11.3%)
Total	36 (15.7%)	24 (10.4%)	170 (73.9%)	230 (100.0%)

From the above, it can be considered that 15.7% of the returnees were placed in Kenya, 10.4% in Somalia and 73.9% in Zimbabwe. The returnees by order of priority were mainly recruited in UK (66%), USA (11.3%) and in the Federal Republic of Germany (9.1%). 13.6% of the recruitment activity took place in the remaining countries above mentioned. It can also be concluded that the majority of the returnees to Zimbabwe and Somalia are recruited in UK (85.3%) and in Italy (70.8%) respectively. A large percentage of the returnees to Kenya are recruited in USA (47.2%) and Germany (19.5%).

2. EDUCATIONAL LEVEL

The educational level of the returnees is the following:

TABLE II. EDUCATIONAL LEVEL OF RETURNEES DISTRIBUTED BY SEX

<u>Sex</u>	<u>Technicians</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Doctorates</u>	<u>Others</u>	<u>Total</u>
Male	26	35	64	15	1	141 (61.3%)
Female	42	24	16	0	7	89 (38.7%)
Total	68 (29.5%)	59 (25.7%)	80 (34.8%)	15 (6.5%)	8 (3.5%)	230 (100.0%)

The educational background of the returnees shows that 41% of the assisted cases have a masters or a doctorate degree. 29.5% are technicians and 25.7% obtained a low university degree. Total: 154 university graduates (67% of the total population).

The educational level of the returnees can further be analyzed by comparing the degrees obtained with the professions of the returnees (professions are codified in accordance with the International Standard Classification of Occupations, (ISCO), ILO).

TABLE III. EDUCATIONAL LEVEL DISTRIBUTED BY PROFESSIONS

Profession (ISCO)	Technicians	Bachelors	Masters	Doctorates	Others	Total
Physical Scientists,... Architects,Engineers & related technicians (0-1, 0-2, 0-3)	6	12	11	4	1	34(14.8%)
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	38	6	28	2	1	75(32.6%)
Statisticians,..... Mathematicians,System Analysts, Economists Accountants,Jurists (0-8, 0-9, 1-1, 1-2)	9	16	20	0	2	47(20.4%)
Teachers..... (1-3)	1	7	5	4	0	17(7.4%)
Administrative &.... Managerial workers (2-0, 2-1)	4	5	10	0	0	19(8.3%)
Agricultural, Animal, Forestry, Fishery, Life scientists (6-0, 0-5)	3	3	3	4	0	13(5.6%)
Others.....	7	10	3	1	4	25(10.9%)
Total.....	68 (29.6%)	59 (25.7%)	80 (34.8%)	15 (6.5%)	8 (3.4%)	230(100.0%)

3. EDUCATIONAL BACKGROUND, PROFESSIONS AND SECTORS OF EMPLOYMENT

Table V shows the educational level of the returnees distributed by the type of employer.

TABLE IV. EDUCATIONAL LEVEL DISTRIBUTED BY TYPE OF EMPLOYER

Education (degree)	Employer			Total
	Public	Semi-public	Private	
Technicians	38	6	24	68 (29.6%)
Bachelors	21	6	32	59 (25.7%)
Masters	39	12	29	80 (34.8%)
Doctorate	10	1	4	15 (6.5%)
Others	0	0	8	8 (3.4%)
Total	108 (47.0%)	25 (10.9%)	97 (42.1%)	230 (100.0%)

The above shows that 57.9% of the returnees are working in the public and semi-public sectors. 42% of the returnees are working in the private sector. This demonstrates a balanced distribution of the educational level of the returnees over the economic sectors.

This trend is further underlined in the following Table V which shows the professions of the returnees per sector of employment. The returnees working in the health, educational sector show a tendency to work in the public sector. Engineers, economists, accountants and administrative personnel are placed mainly in the private sector.

TABLE V. PROFESSIONS OF THE RETURNEES PER SECTOR

<u>Profession(ISCO)</u>	<u>Public</u>	<u>Semi-public</u>	<u>Private</u>	<u>Total</u>
Physical Scientists,..... Architects, Engineers & related technicians (0-1, 0-2, 0-3)	8	3	23	34 (14.8%)
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	61	7	7	75 (32.6%)
Statisticians,..... Mathematicians, System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	9	8	30	47 (20.4%)
Teachers..... (1-3)	15	1	1	17 (7.4%)
Administrative &..... Managerial workers (2-0, 2-1)	4	1	14	19 (8.3%)
Agricultural, Animal,... Forestry, Fishery, Life scientists (6-0, 0-5)	5	4	4	13 (5.6%)
Others.....	6	1	18	25 (10.9%)
Total.....	108 (46.9%)	25 (10.9%)	97 (42.2%)	230 (100.0%)

4. YEARS ABROAD

The age of the returnees related to the number of years abroad is shown in Table VI.

TABLE VI. AGE OF RETURNEES RELATED TO THEIR PERIOD OF STAY ABROAD

Age of returnee	Years abroad				Total
	0-3	4-7	8-12	13	
18 - 25	2	20	0	0	22 (9.6%)
26 - 30	12	37	23	0	72 (31.3%)
31 - 35	1	23	31	14	69 (30.0%)
36-40	2	9	14	14	39 (17.0%)
41-	0	0	10	18	28 (12.1%)
Total	17 (7.4%)	89 (38.7%)	78 (33.9%)	46 (20.0%)	230 (100.0%)

From the above, it can be concluded that 92.6% of the returnees resided abroad for more than 4 years. The group of returnees falling under the category of older than 31 years old and who have resided abroad for more than 4 years corresponds to 57.8% of the total assisted cases.

Table VII shows the distribution of the returnees per sex and per years abroad.

TABLE VII. RETURNEES DISTRIBUTED BY SEX AND NUMBER OF YEARS ABROAD

Sex:	Years abroad				Total
	0-3	4-7	8- 12	More than 13-	
Female	11	34	31	13	89 (38.7%)
Male	6	55	47	33	141 (61.3%)
Total	17 (7.4%)	89 (38.7%)	78 (33.9%)	46 (20.0%)	230 (100.0%)

5. MAIN CONCLUSIONS

- 15.7% of the cases have been placed in Kenya; 10.4% in Somalia and 73.9% in Zimbabwe.

- 41% of the assisted African nationals have a masters or a doctorate degree. 29.5% are technicians and 25.6% obtained a bachelors degree.

- 57.9% of the returnees are working in the public and semi-public sectors. 42% are working in the private sector.

- 92.6% of the returnees resided abroad for more than 4 years. The group of returnees falling under the category of older than 31 years old and who have resided abroad for more thn 4 years correspond to 57.8% of the total assisted cases.

ANALYSIS OF STATISTICAL DATA PER COUNTRY OF RETURN (KENYA, SOMALIA AND ZIMBABWE)

1. Educational level of the returnees distributed by sex in the three ACP countries is the following:

TABLE II-A (KENYA). EDUCATIONAL LEVEL OF RETURNEES DISTRIBUTED BY SEX

Sex	Education					Total
	Technicians	Bachelors	Masters	Doctorates	Others	
Female	0	5	1	0	0	6
Male	2	4	18	6	0	30
Total	2	9	19	6	0	36

TABLE II -B (SOMALIA). EDUCATIONAL LEVEL OF RETURNEES DISTRIBUTED BY SEX

Sex	Education					Total
	Technicians	Bachelors	Masters	Doctorates	Others	
Female	0	1	3	0	0	4
Male	5	3	10	2	0	20
Total	5	4	13	2	0	24

TABLE II-C (ZIMBABWE). EDUCATIONAL LEVEL OF RETURNEES DISTRIBUTED BY SEX

Sex	Education					Total
	Technicians	Bachelor	Masters	Doctorates	Others	
Female	42	18	12	0	7	79
Male	19	28	36	7	1	91
Total	61	46	48	7	8	170

From the above, it can be concluded that 69.5% of the returnees placed in Kenya have masters or doctorate degrees. 62.5% of the returnees placed in Somalia fall under the same category. In Zimbabwe, this group of returnees correspond to 32.3% of the assisted cases. However, the group of technicians and bachelors correspond respectively to 35.9% and 27% of the total assisted cases. As concerns educational background, the returnees placed in Kenya and Somalia have a higher university background, than the ones placed in Zimbabwe. However, the number of technicians is by far more important in Zimbabwe than in the other two countries.

2. The educational level of the returnees related to their different professional activities in the three ACP countries is the following:

TABLE III-A (KENYA). EDUCATIONAL LEVEL DISTRIBUTED BY PROFESSIONS
Education (degree)

Profession (ISCO)	Technicians	Bachelors	Masters	Doctorates	Others	<u>Total</u>
Physical Scientists,... Architects,Engineers & related technicians (0-1, 0-2, 0-3)	0	3	1	2	0	6
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	0	3	4	0	0	7
Statisticians,..... Mathematicians,System Analysts, Economists Accountants,Jurists (0-8, 0-9, 1-1, 1-2)	1	2	7	0	0	10
Teachers..... (1-3)	0	0	0	3	0	3
Administrative &.... Managerial workers (2-0 & 2-1)	0	0	3	0	0	3
Agricultural, Animal, Forestry, Fishery, Life scientists (6-0, 0-5)	0	0	3	1	0	4
Others.....	1	1	1	0	0	3
Total.....	2	9	19	6	0	36

TABLE III-B (SOMALIA). EDUCATIONAL LEVEL DISTRIBUTED BY PROFESSIONS
Education (degrees)

Profession (ISCO)	Technicians	Bachelors	Masters	Doctorates	Others	Total
Physical Scientists,... Architects,Engineers & related technicians (0-1, 0-2, 0-3)	1	2	2	0	0	5
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	0	0	6	1	0	7
Statisticians,..... Mathematicians,System Analysts, Economists Accountants,Jurists (0-8, 0-9, 1-1, 1-2)	1	1	2	0	0	4
Teachers..... (1-3)	0	0	1	0	0	1
Administrative &.... Managerial workers (2-0 & 2-1)	0	0	1	0	0	1
Agricultural, Animal, Forestry, Fishery, Life scientists (6-0, 0-5)	2	1	0	0	0	3
Others.....	1	0	1	1	0	3
Total.....	5	4	13	2	0	24

TABLE III-C (ZIMBABWE). EDUCATIONAL LEVEL DISTRIBUTED BY PROFESSIONS

Profession (ISCO)	Education (degrees)					Total
	Technicians	Bachelors	Masters	Doctorates	Others	
Physical Scientists,... Architects,Engineers & related technicians (0-1, 0-2, 0-3)	5	7	8	2	1	23
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	38	3	18	1	1	61
Statisticians,..... Mathematicians,System Analysts, Economists Accountants,Jurists (0-8, 0-9, 1-1, 1-2)	7	13	11	0	2	33
Teachers..... (1-3)	1	7	4	1	0	13
Administrative &.... Managerial workers (2-0 & 2-1)	4	5	6	0	0	15
Agricultural, Animal, Forestry, Fishery, Life scientists (6-0, 0-5)	1	2	0	3	0	6
Others.....	5	9	1	0	4	19
Total.....	61	46	48	7	8	170

3. The following tables show the educational level of the returnees distributed by the type of employer:

TABLE IV-A (KENYA). EDUCATIONAL LEVEL DISTRIBUTED BY TYPE OF EMPLOYER

Education (degree)	Public	Semi-public	Private	Total
Technicians	0	0	2	2
Bachelors	1	2	6	9
Masters	6	5	8	19
Doctorates	3	1	2	6
Others	0	0	0	0
Total	10	8	18	36

TABLE IV-B (SOMALIA). EDUCATIONAL LEVEL DISTRIBUTED BY TYPE OF EMPLOYER

Education (degree)	Public	Semi-public	Private	Total
Technicians	0	0	5	5
Bachelors	2	0	2	4
Masters	7	1	5	13
Doctorates	1	0	1	2
Others	0	0	0	0
Total	10	1	13	24

TABLE IV-B (ZIMBABWE). EDUCATIONAL LEVEL DISTRIBUTED BY TYPE OF EMPLOYER

	Public	Semi-public	Private	Total
Education (degree)				
Technicians	38	6	17	61
Bachelors	18	4	24	46
Masters	26	6	16	48
Doctorates	6	0	1	7
Others	0	0	8	8
Total	88	16	66	170

The above Tables show a balanced distribution of the educational level of the returnees over the economic sectors of the three ACP countries.

4. The following Tables show the profession of the returnees per sector of employment.

TABLE V-A (KENYA). PROFESSIONS OF THE RETURNEES PER SECTOR

<u>Profession(ISCO)</u>	<u>Public</u>	<u>Semi-public</u>	<u>Private</u>	<u>Total</u>
Physical Scientists,..... (14.8%) Architects, Engineers & related technicians (0-1, 0-2, 0-3)	1	0	5	6
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	2	3	2	7
Statisticians,..... Mathematicians, System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	4	1	5	10
Teachers..... (1-3)	2	0	1	3
Administrative &..... Managerial workers (2-0 & 2-1)	1	0	2	3
Agricultural, Animal,... Fishery, Life scientists (6-0, 0-5)	0	4	0	4
Others.....	0	0	3	3
Total.....	10	8	18	36

TABLE V-B (SOMALIA). PROFESSIONS OF THE RETURNEES PER SECTOR

Profession(ISCO)	Public	Semi-public	Private	Total
Physical Scientists,..... Architects, Engineers & related technicians (0-1, 0-2, 0-3)	1	0	4	5
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	6	0	1	7
Statisticians,..... Mathematicians, System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	2	41	2	4
Teachers..... (1-3)	0	1	0	1
Administrative &..... Managerial workers (2-0 & 2-1)	0	0	1	1
Agricultural, Animal,... Forestry, Fishery, Life scientists (6-0, 0-5)	0	0	3	3
Others.....	1	0	18	19
Total.....	10	1	13	24

TABLE V-C (ZIMBABWE). PROFESSIONS OF THE RETURNEES PER SECTOR

Profession(ISCO)	Public	Semi-public	Private	Total
Physical Scientists,..... Architects, Engineers & related technicians (0-1, 0-2, 0-3)	6	3	14	23
Medical, Dental,..... Veterinary & related technicians (0-6, 0-7)	53	4	4	61
Statisticians,..... Mathematicians, System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	3	7	23	33
Teachers..... (1-3)	13	0	0	13
Administrative &..... Managerial workers (2-0 & 2-1)	3	1	11	15
Agricultural, Animal,... Forestry, Fishery, Life scientists (6-0, 0-5)	5	0	1	6
Others.....	5	1	13	19
Total.....	88	16	66	170

The above Tables show a balanced distribution of the professions of the returnees per sector of employment in Kenya and Somalia. As concerns Zimbabwe, Table V-C shows a big concentration of returnees in the public sector responsible for health and education. Economists, accountants and administrative personnel are mainly concentrated in the private sector in Zimbabwe.

5. The age of the returnees related to the number of years abroad in the three ACP countries is the following:

TABLE VI-A (KENYA). AGE OF RETURNNEES RELATED TO THEIR PERIOD OF STAY ABROAD

Age of returnee	Years abroad				Total
	0-3	4-7	8-12	More than 13	
18 - 25	0	0	0	0	0
26 - 30	2	6	3	0	11
31 - 35	0	7	5	1	13
36-40	0	3	4	1	8
41-	0	0	0	4	4
Total	2	16	12	6	36

TABLE VI-B (SOMALIA). AGE OF RETURNNEES RELATED TO THEIR PERIOD OF STAY ABROAD

Age of returnee	Years abroad				Total
	0-3	4-7	8-12	13	
18 - 25	0	1	0	0	1
26 - 30	1	5	1	0	7
31 - 35	0	1	2	4	7
36-40	0	0	1	4	5
41-	0	0	0	4	4
Total	1	7	4	12	24

TABLE VI-C (ZIMBABWE). AGE OF RETURNEES RELATED TO THEIR PERIOD OF STAY ABROAD

Age of returnee:	Years abroad				Total
	0-3	4-7	8-12	More than 13	
18 - 25	2	19	0	0	21
26 - 30	9	26	19	0	54
31 - 35	1	15	24	9	49
36-40	2	6	9	9	26
41-	0	0	10	10	20
Total	14	66	62	28	170

The above Tables show that 95% of the returnees placed in Kenya and Somalia stayed abroad for more than 4 years. In both countries the group of returnees falling under the category of older than 31 years and who have resided abroad for more than 4 years correspond to 68.3% of the total assisted cases. The same group corresponds to 54.1% of the cases assisted in Zimbabwe.

6. The following Tables show the distribution of the returnees by sex and number of years abroad:

TABLE VII-A (KENYA). NUMBER OF YEARS ABROAD FOR RETURNEES DISTRIBUTED BY SEX AND NUMBER OF YEARS ABROAD

Sex	Years abroad				Total
	0-3	4-7	8- 12	More than 13	
Female	1	3	1	1	6
Male	1	13	11	5	30
Total	2	16	12	6	36

TABLE VII-B (SOMALIA). NUMBER OF YEARS ABROAD FOR RETURNEES DISTRIBUTED BY SEX AND NUMBER OF YEARS ABROAD

Sex	Years abroad				Total
	0-3	4-7	8- 12	More than 13	
Female	0	2	0	2	4
Male	1	5	4	10	20
Total	1	7	4	12	24

TABLE VII-C (ZIMBABWE). NUMBER OF YEARS ABROAD FOR RETURNEES DISTRIBUTED BY SEX AND NUMBER OF YEARS ABROAD

Sex	Years abroad				Total
	0-3	4-7	8- 12	More than 13	
Female	10	29	30	10	79
Male	4	37	32	18	91
Total	14	66	62	28	170

ANNEX B

EVALUATION SURVEY AMONG 65 RETURNEES ASSISTED
IN THEIR PLACEMENT IN KENYA, SOMALIA AND ZIMBABWE (1983 - 1984)

EVALUATION SURVEY AMONG 65 RETURNEES ASSISTED
IN THEIR PLACEMENT IN KENYA, SOMALIA AND ZIMBABWE (1983 - 1984)

1. FRAMEWORK OF THE SURVEY

During the period 1 January 1983 - 31 December 1984, 103 African nationals have been placed in Kenya, Somalia and Zimbabwe through the different ICM schemes, as follows:

TABLE I. ASSISTED CASES PER COUNTRY

Different projects	Countries			Total	
	Kenya	Somalia	Zimbabwe		
EEC financed project	20	8	60	88	85.4%
US financed project	8	-	5	13	12.6%
ICM assistance	<u>1</u>	<u>-</u>	<u>1</u>	<u>2</u>	<u>2.0%</u>
Total	29 (28.2%)	8 (7.8%)	66 (64.0%)	103	100%

During a survey carried out in 1985/1986, 70 African nationals (68.1%) were interviewed by the ICM staff in the three countries. The information collected among the 70 interviewed returnees was matched with the data processed prior to departure, in order to allow cross-references to measure, inter alia, the reasons for return, reintegration process and job satisfaction. Since five returnees had not filled in the questionnaires before departure, the total population analyzed for evaluation purposes corresponds to 65 returnees (63% of the total assisted cases). For reference purposes, the two questionnaire forms are attached as Annex).

TABLE II. INTERVIEWED AND ANALYZED CASES

Different projects	Countries			Total	
	Kenya	Somalia	Zimbabwe		
EEC financed project	13	5	36	54	(83.1%)
US financed project	6	-	4	10	(15.4%)
ICM assistance	-	-	1	1	(1.5%)
Total	19 (29.2%)	5 (7.7%)	41 (63.1%)	65	(100.0%)

The analysis of data collected among the 65 returnees provides relevant information to evaluate the project and its possible impact.

2. SOCIO-COMPOSITION OF THE RETURNEES

Table III shows the returnees distributed by sex and age.

TABLE III. AGE AND SEX OF THE RETURNEES

Age of returnees	Sex		Total
	Female	Male	
18 - 25	8	4	12
26 - 30	7	13	20
31 - 35	7	12	19
36 - 40	1	8	9
41 -	2	3	5
Total	25	40	65

The distribution of the returnees by sex and number of years abroad is the following:

TABLE IV. DISTRIBUTION OF THE RETURNEES BY SEX AND NUMBER OF YEARS ABROAD

	Years abroad				Total
	0-3	4-7	8-12	More than 13	
Female	3	9	9	4	25
Male	4	17	12	7	40
Total	7	26	21	11	65

3. EDUCATIONAL LEVEL OF THE RETURNEES

The 65 returnees interviewed obtained the following types of diplomas abroad:

TABLE V. TYPES OF DIPLOMAS OBTAINED ABROAD

Diplomas	Sex		Total
	Female	Male	
Technicians	-	6	6
Masters	2	14	16
Bachelors	11	10	21
Doctorates	-	7	7
Others	10	3	13
None	2	-	2
Total	25	40	65

In comparison, the 65 returnees interviewed obtained the following types of diplomas in their home country:

TABLE VI. TYPES OF DIPLOMAS OBTAINED IN THE HOME COUNTRY

Diplomas	Female	Male	Total
No Answer	-	2	2
Technicians	-	5	5
Masters	2	2	4
Bachelors	5	5	10
Doctorates	-	1	1
Others	4	-	4
None	14	25	39
Total	<u>25</u>	<u>40</u>	<u>65</u>

From the above, it could be concluded that 60% of the returnees did not obtain any diploma in their home country. The main reason to go abroad was therefore to study or obtain a higher degree of education.

4. NATIONALITY OF THE RETURNEES, COUNTRIES OF RECRUITMENT AND COUNTRIES OF RETURN

The nationality of the returnees distributed per previous country of residence is the following:

TABLE VII. NATIONALITY OF THE RETURNEES AND PREVIOUS COUNTRY OF RESIDENCE

Nationality	<u>Countries of Recruitment</u>							Total
	India	USA	Germany	Italy	Belgium	Switzerland	UK	
Chad	-	-	1	-	-	-	-	1
Ethiopia	-	-	-	-	1	-	-	1
Ghana	-	-	-	-	-	-	1	1
Kenya	2	12	1	-	-	1	1	17
Nigeria	-	-	-	-	-	-	2	2
Somalia	-	-	-	5	-	-	-	5
Zimbabwe	-	6	1	-	1	-	29	37
South Africa (refugees)	-	-	-	-	-	-	1	1
Total	<u>2</u>	<u>18</u>	<u>3</u>	<u>5</u>	<u>2</u>	<u>1</u>	<u>34</u>	<u>65</u>

The correspondence between the countries of residence of the returnees prior to their return and the three countries of placement is the following:

TABLE VIII. COUNTRIES OF PREVIOUS RESIDENCE AND COUNTRIES OF PLACEMENT
Countries of Placement

Previous country of residence	Kenya	Somalia	Zimbabwe	Total
India	2	-	-	2
USA	12	-	6	18
Germany	2	-	1	3
Italy	-	5	-	5
Belgium	1	-	1	2
Switzerland	1	-	-	1
United Kingdom	1	-	33	34
Total	19	5	41	65

5. INFORMATION RELATED TO STAY ABROAD

Table IX gives the reasons for emigration (more than one answer was possible):

TABLE IX. REASONS FOR EMIGRATION

	No. of answers	%
Study	59	84.3%
Work	3	4.3%
Wishes to change	2	2.9%
Others	6	8.5%
Total	70	100.0%

The returnees financed their studies abroad as follows (more than one answer was possible):

TABLE X. FINANCING OF STUDIES ABROAD

	No. of answers	%
Personal savings	18	22.5%
Scholarship	27	33.8%
Working	30	37.5%
Others	5	6.2%
Total	80	100.0%

The returnees learned about ICM programme, by order of importance, as follows (more than one answer was possible):

TABLE XI. LEARNING ABOUT ICM PROGRAMME

Friends	39	58.2%
Consulate- embassy	11	16.4%
Others	9	13.4%
University	4	6.0%
Newspapers	2	3.0%
Scholarship organizations	1	1.5%
No answer	<u>1</u>	<u>1.5%</u>
	67 answers	100.0%

Without ICM assistance, the returnees answered, by order of priority, as follows: (more than one answer was possible)

TABLE XII. POSSIBLE ALTERNATIVES IN CASE NO ICM ASSISTANCE WAS AVAILABLE TO FACILITATE THE RETURN

3	Would ask for a loan to return	7	10.3%
1	Would work to save money	43	63.2%
4	Would stay abroad	7	10.3%
2	Would go back anyway	9	13.2%
5	Other reasons	<u>2</u>	<u>3.0%</u>
		68 answers	100.0%

6. RETURN TO AFRICA

Types of ICM assistance which may have influenced the decision to return. The 65 returnees answered the question about possible ICM influence to the return by order of importance: (It should be noted that the returnees could give three answers by order of priority).

TABLE XIII. TYPES OF ICM ASSISTANCE WHICH MAY HAVE INFLUENCED THE DECISION TO RETURN

<u>Types of ICM Assistance</u>	<u>Order of Importance</u>		
	1	2	3
Travel facility	34	7	4
ICM medical plan	1	1	1
Transport of household goods	12	31	7
Information employment	5	5	5
Contact with employer	11	7	8
Work contract	2	1	3
Others	-	3	5

From the above, it could be concluded that by order of importance, the returnees consider that the transport of household goods, the ICM travel facility and the contact with the employer were the three types of assistance which may have influenced their decision to return.

Reasons for return. The returnees considered the following reasons to return to Africa: (It should be noted that the returnees had the choice of three answers).

TABLE XIV. REASONS TO RETURN TO AFRICA

Termination of studies	44	50.6%
Scholarship obligations	3	3.4%
Working obligations	11	12.7%
No working possibilities	3	3.4%
Difficulties in adapting abroad	-	
Family ties	18	20.7%
Others	8	9.2%
	<u>87</u> answers	<u>100.0%</u>

Comparing the reasons for returning to Africa and the sex of the returnees the following can be characterized:

TABLE XV. THE REASONS FOR RETURN TO AFRICA

	<u>Female</u>	<u>Male</u>	<u>Total</u>
Termination of studies	17	27	44
Scholarship obligations	1	2	3
Working obligations	3	8	11
No working possibilities	2	1	3
Family ties	10	8	18
Others	1	7	8
Total	<u>34</u>	<u>53</u>	<u>87</u>

Comparing the reasons for return with the influence of the ICM programmes, the following Table gives the significance of the scheme for the reintegration process.

TABLE XVI. REASONS FOR RETURN AND THE INFLUENCE OF THE ICM PROGRAMMES

<u>Reasons for return</u>	<u>Significantly</u>	<u>Little</u>	<u>Total</u>
Termination of studies	39	5	44
Scholarship obligations	3	-	3
Working obligations	8	3	11
No working possibilities	3	-	3
Family ties	16	2	18
Others	4	4	8
Total	<u>73</u>	<u>14</u>	<u>87</u>

The above shows that by order of importance, that the termination of studies, family ties and working obligations scored high in the survey.

Table XVII cross-refers the reasons for return with years abroad. The returnees who stayed abroad between 4 and 12 years are presumably relevant to the interviewed population: 80% of the returnees consider that the termination of studies is a good reason to return. Family ties and working obligations scored high as well, respectively 80% and 77.8%.

TABLE XVII. REASONS FOR RETURN AND YEARS ABROAD

Reasons for return	Years abroad				Total answers
	0 - 3	4 - 7	8 - 12	More than 13	
Termination of studies	3	22	13	6	44
Scholarship obligations	1	1	1	-	3
Working obligations	1	4	4	2	11
No working possibilities	-	1	2	-	3
Family ties	1	7	7	3	18
Others	<u>1</u>	<u>1</u>	<u>2</u>	<u>4</u>	<u>8</u>
Total	7	36	29	15	87

7. ICM ASSISTANCE AND DIFFICULTIES ENCOUNTERED UPON RETURN

As concerns the ICM assistance provided for the reintegration process, the returnees answered the question of having any problem with ICM assistance as follows (It should be noted that the returnees could provide their own answers. The question was not structured . One returnee gave two answers):

TABLE XVIII. DIFFICULTIES WITH ICM ASSISTANCE REFERRED TO COUNTRIES OF RETURN

Difficulties with ICM assistance *	Countries of Return			
	Kenya	Somalia	Zimbabwe	Total
No answer	15	4	30	49
No or few travel assistance	2	-	-	2
Slow. proc. incl. book. af. pay. e.o.		1	3	4
Slow. or no plac. asst.	1	-	1	2
Insuf. Baggage allowance	2	-	1	3
Few or no asst. f. lodging		-	-	3
Poor info. re. cust.tit. rev. e.o.	-	-	1	1
Poor info. re progr. feat.		-	-	2
Total	20	5	41	66

Referring the question of having any problem with ICM assistance with the countries of recruitment, the following configuration is obtained: (see above)

TABLE XIX. DIFFICULTIES WITH ICM ASSISTANCE REFERRED TO COUNTRIES OF RECRUITMENT

*	Countries of Recruitment							Total
	India	USA	Germany	Italy	Belgium	Switzerland	UK	
No answer	1	14	3	4	2	1	24	49
No or few trav. asst.	1	1	-	-	-	-	-	2
Slow. proc. incl. book. aft. pay.e.o.	-	-	-	1	-	-	3	4
Slow. or no plac. asst.	-	1	-	-	-	-	1	2
Insuf. Bag. allow.	2	-	-	-	-	-	1	3
Few or no asst. f. lodg.	-	1	-	-	-	-	2	3
Poor info. re. cust. tit. rev. e.o.	-	-	-	-	-	-	1	1
Poor info. re. progr. feat.	-	-	-	-	-	-	2	2
Total	2	19	3	5	2	1	34	66

The above Tables show that returnees had no difficulties with the ICM assistance. The remaining 25.7% of the answer is proportionally shared among the different types of answers and is not relevant from a statistical point of view.

* For the exact description of "difficulties with ICM assistance", please see Table XXI.

The 65 interviewed returnees encountered the following problems upon return which may have influenced the reintegration process (more than one answer was possible).

TABLE XX. PROBLEMS ENCOUNTERED UPON RETURN

<u>Problems encountered</u>	<u>No. of answers</u>	<u>%</u>
No answer	17	16.8%
Not applicable	1	1.0%
Financial	38	37.6%
Medical (himself or family)	5	5.0%
Equipment, research possible	13	12.9%
Integration difficulties-delay	9	8.9%
Cultural shock/others	18	17.8%
Total	<u>101</u>	<u>100.0%</u>

The cross-reference of the problems encountered upon return with possible difficulties with the ICM assistance provided shows that the problems met in the remaining countries are not directly linked to the ICM assistance received.

TABLE XXI. CROSS REFERENCE BETWEEN "PROBLEMS ENCOUNTERED IN THE COUNTRY OF RETURN" AND "DIFFICULTIES WITH ICM ASSISTANCE"

Problems encountered in the country of return	Difficulties with ICM Assistance									
	A	B	C	D	E	F	G	H	Total	
No Answer	16	-	1	-	1	-	-	1	19	
Not applicable	-	-	1	-	-	-	-	1	1	
Financial	27	2	2	1	2	3	1	1	36	
Medical (himself or family)	5	-	-	-	-	-	-	-	5	
Equipment, research possib.	12	-	1	-	-	-	-	-	13	
Integration difficulties-delay	6	-	-	1	1	1	1	-	10	
Cultural shock/others	15	-	1	1	1	-	-	-	18	
TOTAL	81	2	6	3	5	4	2	2	105	

- A - No answer
- B - Few or no travel assistance
- C - Slow procedure including booking, payment of reintegration assistance and others
- D - Slow or no placement assistance
- E - Insufficient baggage allowance
- F - No assistance for lodging
- G - Poor information concerning customs, diplomas, consideration of diplomas
- H - Poor information related to programme features

Referring the years spent abroad and the problems encountered in the countries of return, the following configuration shows that problems have mainly been met in the group of returnees who stayed abroad 4 -7 years (26 cases = 40%), 8- 12 years (21 cases = 32.3%) and more than 13 years (11 cases = 16.9%).

TABLE XXII. PROBLEMS ENCOUNTERED AND YEARS ABROAD

Problems encountered	Years abroad				Total
	0- 3	4 - 7	8 - 12	More than 13	
No answer	2	10	6	1	19
Not applicable	-	1	-	-	1
Financial	5	14	10	9	38
Medical	-	2	3	-	5
Lack of equipment & research possibilities	-	4	5	4	13
Integration difficulties	1	4	1	3	9
Cultural shock, others	3	7	4	4	18
Total	11	42	29	21	103

Since more than one answer was possible (maximum 3 answers) it could be concluded that 70% of returnees faced some problems upon return (19 returnees did not provide any answer = 30%). Financial problems, cultural shock upon return and lack of equipment and research possibilities scored high in the survey.

8. PROFESSION, EDUCATIONAL LEVEL AND OCCUPATION OF THE RETURNEES

The following table shows the profession of the returnees divided by sex:

TABLE XXIII. PROFESSIONS OF THE RETURNEES

Profession (ISCO) *	Sex		Total	
	Female	Male		
Physical scientists, architects, engineers & related technicians (0-1, 0-2, 0-3)	3	7	10	(15.4%)
Medical, Dental, Veterinary & related technicians (0-6, 0-7)	8	6	14	(21.5%)
Statisticians, Mathematicians, System analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	4	11	15	(23.1%)
Teachers (1-3)	5	4	9	(13.8%)
Administrative & Managerial workers (2-0, 2-1)	-	3	3	(4.6%)
Agricultural, Animal Forestry, Fishery, Life scientists (6-0, 0-5)	1	6	7	(10.8%)
Others	4	3	7	(10.8%)
Total	25	40	65	(100.0%)

* ISCO: International Standard Classification of Occupations (ILO)

The following Tables show the distribution of the professions of the returnees in the receiving countries and in the countries of recruitment:

TABLE XXIV. DISTRIBUTION OF THE PROFESSIONS IN THE RECEIVING COUNTRIES

Profession (ISCO)	Kenya	Somalia	Zimbabwe	Total
Physical scientists, Architects, Engineers and related technicians (0-1, 0-2, 0-3)	1	4	5	10
Medical, Dental, Veterinary & related technicians (0-6, 0-7)	1	-	13	14
Statisticians, Mathematicians, System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	4	-	11	15
Teachers (1-3)	2	1	6	9
Administrative & Managerial workers (2-0, 2-1)	3	-	-	3
Agricultural, Animal Forestry, Fishery, Life scientists (6-0, 0-5)	4	-	3	7
Others	4	-	3	7
Total	19 (29.2%)	5 (7.7%)	41 (63.1%)	65 (100%)

TABLE XXV. DISTRIBUTION OF THE PROFESSIONS IN THE COUNTRIES OF RECRUITMENT

Profession (ISCO)	India	USA	Germany	Italy	Belgium	Swit- zerland	UK	Total
Physical Scientists, Architects, Engineers & related technicians (0-1, 0-2, 0-3)	-	1	-	4	-	-	5	10
Medical, Dental, Veterinary & related technicians (0-6, 0-7)	-	2	1	-	1	1	9	14
Statisticians, Mathematicians System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	2	1	-	-	1	-	11	15
Teachers (1-3)	-	4	-	1	-	-	4	9
Administrative & Managerial workers (2-0, 2-1)	-	2	-	-	-	-	1	3
Agricultural, Animal, Forestry, Fishery, Life scientists (6-0, 0-5)	-	5	1	-	-	-	1	7
Others	-	3	1	-	-	-	3	7
Total	2	18	3	5	2	1	34	65

TABLE XXVI. THE EDUCATIONAL LEVEL OF THE RETURNEES AND THEIR PROFESSIONS:

Profession (ISCO)	Technicians	Bachelors	Masters	Doctor- ates	Others	None	Total
Physical Scien- tists, Architects, Engineers & related technicians (0-1, 0-2, 0-3)	2	4	3	-	1	-	10
Medical, Dental, Veterinary & related technicians (0-6, 0-7)	1	1	2	3	6	1	14
Statisticians, Mathematicians, System Analysts, Economists, Accountants, Jurists (0-8, 0-9, 1-1, 1-2)	1	9	3	-	2	-	15
Teachers (1-3)	1	3	2	1	1	1	9
Administrative & Managerial workers (2-0, 2-1)	-	1	1	-	1	-	3
Agricultural, Animal, Forestry, Fishery, Life scientists (6-0, 0-5)	-	1	3	3	-	-	7
Others	1	2	2	-	2	-	7
Total	6 (9.2%)	21 (32.3%)	16 (24.6%)	7 (10.8%)	13 (20.0%)	2 (3.1%)	65 (100.0%)

The above shows that 67.7% of the returnees interviewed are university graduates. The percentage corresponds to the same group of assisted cases during period 1 January 1983 - 31 March 1986 (154 graduates = 67% of the total population). Differences are to be found in the group of technicians which increased substantially in 1985 and 1986 and in the group of others which showed a deep decrease in the corresponding period.

Table XXVII shows the occupation of the returnees by economic activities and sectors of the economy.

TABLE XXVII. THE OCCUPATION OF THE RETURNEES

Economic activities	Sectors				Total
	Public	Mixed	Private	Independent	
Agriculture, Forestry, Fishing	-	2	1	1	4
Manufacturing	1	1	7	-	9
Electricity, Gas and Water	1	-	-	-	1
Construction	1	-	1	-	2
Transport, storage and communication	-	-	1	1	2
Financing, Insurance, real estate and business services	3	3	8	-	14
Community, social and personal services	25	-	7	1	33
Total	31	6	25	3	65

From the above, it could be concluded that the majority of the returnees found placement by order of priority in the three following economic activities:

- Community, social and personal services 50.7%
- Financing, Insurance and business services 21.5%
- Manufacturing 13.9%

Concerning the actual employment situation in the three countries the returnees answered as follows:

TABLE XXVIII. ACTUAL EMPLOYMENT SITUATION

<u>Type of answer</u>	<u>No. of interviews</u>	<u>%</u>
No answer	1	1.5%
Working only	50	76.1%
Working and studying	12	18.5%
Studying only	1	1.5%
Others	<u>1</u>	<u>1.5%</u>
	65	100.0%

Concerning jobs in the receiving countries the returnees found employment as follows:

TABLE XXIX. TYPE OF EMPLOYER

<u>Employer</u>		
Job with a new employer	58	89.2%
Job with previous employer	<u>7</u>	<u>10.8%</u>
	65	100.0%

9. PROFESSIONAL EXPERIENCE AND JOB SATISFACTION

The cross-reference of the type of jobs obtained in the countries of return with the professional experience of the returnees shows that 83% of the interviewed cases consider that the work is commensurate with professional experience acquired abroad.

TABLE XXX. TYPE OF JOBS AND PROFESSIONAL EXPERIENCE

<u>Type of jobs</u>	<u>Professional experience</u>		<u>Total</u>
	<u>Significantly</u>	<u>Little</u>	
No answer	1	-	1
Full time	51	11	62
Part time	<u>2</u>	<u>-</u>	<u>2</u>
Total	54	11	65
	83.0%	17.0%	100.0%

Concerning the job satisfaction in the countries of return, the 65 interviewed returnees answered as follows:

TABLE XXXI. JOB SATISFACTION

No answer	3	4.6%
Good	24	36.9%
Satisfactory	34	52.3%
Unsatisfactory	$\frac{4}{65}$	$\frac{6.2\%}{100.0\%}$

Table XXXI shows the validity of the reintegration programme. 89.2% of the returnees are satisfied with their occupational activity. The jobs found in the countries of return are commensurate with the expectations of the returnees.

Comparing the use of skills in the profession and the transfer of knowledge to others in the African countries, 69.2% of returnees considered that there is transfer of knowledge to other colleagues. This is undoubtedly a positive contribution to the development process of the countries participating in the project.

TABLE XXXII. TRANSFER OF SKILLS

Use of skills	Type of answer			Total
	Not applicable	Directly	Indirectly	
Significantly	1	39	14	54
Little	-	6	1	11
Total	1	45	19	65

10. MAIN CONCLUSIONS

- 29.2% of the returnees were placed in Kenya, 7.7% in Somalia and 63.1% in Zimbabwe.
- 67.9% of the returnees are university graduates.
- the returnees considered by order of importance, the following types of ICM assistance which may have influenced the decision to return to Africa:
 - the possibility of transporting household goods,
 - ICM travel facility,
 - the contact with employers.
- 80% of the returnees considered that ICM's programme had a significant influence in their decision to return.
- the main reasons given by the returnees to return to Africa can be characterized, by order of importance, as follows:

completion of studies	50.6%
family ties	20.7%
working obligations	12.7%
- the returnees considered that the ICM programme was a very important contribution for the reintegration process (84% of the collected answers).
- the majority of returnees found placement by order of priority in the three following economic activities:

community, social and personal services-	50.7%
financing, insurance and business services-	21.5%
manufacturing-	13.9%
- 50.8% of the returnees are working in the public sector, 35.4% in the private sector, 9.2% in the semi-public sector and 4.6% are independents.
- 83% of the returnees consider that the jobs in the returning countries of return are commensurate with the professional experience acquired abroad.
- concerning the employment situation in the countries of return, 36.9% of the returnees considered that it is "good" and 52.3% considered it "satisfactory".
- 69.2% of the interviewed returnees considered that they could directly transfer knowledge and experiences to other colleagues; 29.2% considered that there was an indirect transfer of knowledge to other persons.

RETURN OF TALENT PROGRAMME

NOMINAL ROLL

OFF			
YR			
NO			
SER			

INTERVIEW OF RETURNEESA. GENERAL INFORMATION

OCCUPATION:

SEX: Male Female

AGE:

NATIONALITY:

MARITAL STATUS: single married widow(er) divorced separated

DATE OF RETURN TO COUNTRY:

B. INFORMATION CONCERNING PRESENT SITUATION OF THE RETURNEE

Q1. Reasons for returning to country

Termination of studies: Scholarship obligations: Working obligations: No working possibilities: Difficulties in adapting abroad: Family ties: Others: RET

Q2. What is your present situation regarding work/
studies?

- I am working only
- I am working & studying
- I am studying only
- I am neither working nor studying
- Other

PSW

Q3. How has your professional and/or academic
experience acquired outside your country
helped you?

Improved your professional standing:

Significantly Little

SL1

Improved your standard of living:

Significantly Little

SL2

Q4. Do you believe that the return of professionals
helps the country in terms of its socio-economic
development?

Significantly Little

SL3

Additional information if required

GEV

Q5. Your working conditions are:

Good Reasonable Unsatisfactory

SAL

Q6. Work opportunities upon your return

Work within your profession:

Full time Part time None

WOF

Use your knowledge:

Significantly Little

SL4

Transfer of knowledge or experience to others:

Directly Indirectly

WOT

Q7. Upon your return from abroad did you encounter any difficulties or problems in your reintegration?

Yes No

YN1

In the affirmative, which of the following difficulties or problems did you encounter?

PB

Financial "settling in" problems

Unanticipated medical or health problems for yourself or your family

Inadequate or inappropriate tools, equipment or research possibilities to carry out your work

Professional reintegration process longer than expected

Other.....

Q8. Present position:

Public sector Private sector

SE1

Mixed sector Independent

Field (agricultural, educational, medical, banking, etc.)

FL1

C. INFORMATION CONCERNING YOUR STAY ABROAD

Q1. Duration of stay abroad

YR1

Q2. Principal reason for leaving your country of origin

REL

Study

Work

Desire for change

Other

Q3. During your stay abroad did you live alone?

YN2

Yes No

Q4. No. of dependents

ND

Q5. Dependents (wife, children only)

Accompanied you abroad

Wife Children

Wife and children None

Stayed in country of origin

Wife Children

Wife and children None

Q6. What type of academic degree did you obtain abroad?

Technical Bachelor

Masters Doctorate

Other None

In what field did you specialize? (agricultural, educational, medical, banking)
.....

Q7. How did you finance your education while you were abroad?

Personal or family savings

Scholarship

Working

Other

Q8. Did you try to secure a job offer in your home country before returning?

Yes No

Q9. Did you have a job waiting at home with

A new employer Your previous employer

Q10. Is the position commensurate with the training or specialization received abroad?

Yes No

DP1

DP2

DE1

FL2

FIN

YN3

JWH

YN4

D. ASSISTANCE FROM ICM

Q1. How did you learn of ICM's Return of Talent Programme?

ICM

Embassy

Scholarship organization

Press

Friend

University

Other

Q2. If you had not received ICM's assistance, what kind of steps would you have taken?

NIC

Would have asked for a loan

Would have worked longer in order to save money

Would have stayed abroad

Would have returned anyway

Other

Q3. What influence did ICM's programme have in your decision to return?

SL5

Significant Little

Q4. Which of the following types of ICM assistance influenced most your decision to return? (number "1", "2" etc. in order of importance)

ICA

Reduced air fare

Medical scheme

Transport of baggage

Information on employment

Contact with employer

Work contract

Other (specify)

Q5. What type of difficulties, if any, have you met when receiving ICM assistance?

.....
.....
.....

CPS

Q6. What suggestions would you make to improve the assistance provided by ICM's programme?

For professional reintegration.....
.....
.....

For social/family reintegration
.....
.....

SUG

E. INFORMATION CONCERNING YOUR LIFE BEFORE YOU WENT ABROAD

Q1. How were the possibilities of studying at a post-graduate specialization level in your country in your profession?

Good Reasonable Unsatisfactory

SA2

Q2. What type(s) of degree(s) did you obtain in your own country?

Technical Bachelor

Masters Doctorate

Other None

DE2

In what field did you specialize? (agricultural, educational, medical, banking, etc.)
.....

FL3

Q3. Work experience before leaving your home country.

How many years had you worked in your own country in your profession before going abroad?

YR2

How many jobs had you held within your profession?

NOJ

Past Position:

Public sector Private sector

Mixed sector Independent

SE2

Field (agricultural, educational, medical, banking, services, etc.)

FL4

Date and place of interview

INFORMATION FOR MIGRATION STATISTICS

FOR ICM USE
ONLY

NAME AND SURNAME:.....

DATE OF FIRST CONTACT WITH ICM's OFFICE:.....

NOMINAL ROLL	
OFF	_ _
YR	_ _
No	_ _
SER	_ _
JOB OFFER NO	
	_ _ _ _ _ _ _

I. SITUATION ENVISAGED (LEAVE BLANK IF UNKNOWN)

1. FUTURE CITY OF RESIDENCE:

2. FUTURE WORKING ACTIVITY:

A) EMPLOYER:

B) ADDRESS:

C) SECTOR: 1) Public [] 2) Private []

D) FIELD OR MAIN ACTIVITY OF THE ENTITY:
(e.g. agricultural, food, chemical, education, services, research, health, metal mechanics, construction, etc.)

E) POSITION:

(e.g. As Professional, Chief of Dept., Manager, Professor, Technician, Foreman, etc)

RS1	_
EMP	...
SE1	_
FL1	_ _
PO1	_ _

II. PRESENT SITUATION

1. REASON FOR TRAVELLING TO LATIN AMERICA/AFRICA:.....

.....
(e.g. work, studies/scholarship finished, family, etc.)

2. PRESENT CITY OF RESIDENCE:.....

3. HIGHEST ACADEMIC DEGREE OR QUALIFICATIONS OBTAINED IN PRESENT COUNTRY

OF RESIDENCE (IF ANY):.....
(e.g. BA, MA, PHD, Workshop Master, Techn., Specialized worker, etc)

SUBJECT/SPECIALIZATION:.....

4. PRESENT OR LAST WORKING ACTIVITY (IN PRESENT COUNTRY OF RESIDENCE)

A) EMPLOYER:

B) SECTOR: 1) Public [] 2) Private []

C) FIELD OR MAIN ACTIVITY OF THE ENTITY:
(e.g. agricultural, food, chemical, education, services, research, health, metal mechanics, construction, etc.)

D) POSITION:

(e.g. As Professional, Chief of DEP, Manager, Professor, Technician, etc.)

5. NUMBER OF YEARS OF EXPERIENCE IN YOUR PROFESSION:.....

RET	_ _
RS2	_
DE2	_ _
SP2	...
SE2	_
FL2	_ _
PO2	_ _
YRE	_ _

